

The Fire Fighter Gazette

Issue 21

February 2001

Sanborn Winner!



Fire-
fighters
are my
best dip-
lomats!

Congratulations are in order for the **Misawa AB, Japan (PACAF)** fire department — recipient of the **CMSgt Ralph E. Sanborn** award for the best fire protection flight in the Air Force! Runner-up for this prestigious award goes to the **Dover AFB, DE (AMC)** fire department. The annual award honors CMSgt Ralph E. Sanborn, who dedicated his 44-year career (1943 to 1987) to improving the Air Force fire protection capabilities. It recognizes the most outstanding Fire Protection Flight (winner and runner-up) for achieving the highest degree of excellence in base mission support and fire protection management. All Air Force Civil Engineer Fire Protection Flights regardless of location or size are eligible and encouraged to compete. Here are some of the winning bullets from Misawa's package:

- Firefighters rapidly mobilized base personnel/equipment and led response convoy to a skier lost on a mountain at a popular ski area--faced incoming blizzard conditions--found skier--one save recorded!
- 4-plex MFH unit in flames--first-in engine company's expert fire attack saved \$550K and belongings
- 10 MFH units scheduled for demolition used for live fire training program, work-around deferred \$300K smoke house project to meet wing needs--the most realistic structural firefighting training possible
- Ready anytime! 3420 man-days deployed in support of AEF, PACAF, and G-8 Summit
- Received an "Excellent" rating during HQ PACAF/IG Combat Employment Readiness Inspection
- State-of-the-art aircraft pre-fire plans--digital camera/computer aided drawing vastly improved firefighter training--emergency response and safety solidified--a PACAF "Blue Ribbon practice"
- International stewards! Fostered goodwill between countries--taught conversational English to 95 fire cadets at the Aomori Prefecture Fire Academy... Friendship Golf Tournament...participated in 5 base/city wide fire parades with 3 local fire departments--Wing Commander, "Firefighters are my best diplomats!"

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News of Note

TRI-SERVICE MEETING: The Naval Facilities Engineering Command Criteria Office hosted a tri-service conference to explore the potential for increased use of private sector model codes by the military. Presentations were provided by the two competing model code organizations, the International Codes Council and the National Fire Protection Association. Tri-service members agreed both codes should be examined in detail before a decision can be made. A conference summary with specific recommendations on establishing a final conclusion is being developed for the Engineering Senior Executive Panel. (Mr. Larry Spangler, GS-14, HQ AFCESA/CESC, DSN 523-6180)

CONVERSION OF FIRE ALARM RADIO SYSTEMS: ETL 00-12, *Fire Protection Engineering Criteria – Conversion of Fire Alarm Radio Systems to Narrowband Technology*, will be placed on the AFCESA website 29 Jan 01. The document provides information and guidance on the federally required conversion of voice and data radio systems to narrowband technology at all Air Force bases by 1 Jan 2005 or 1 Jan 2008 (depending on the particular frequency used). The conversion of CE radio systems (such as fire alarm radio systems) is expected to have a significant impact on the O&M funds of most Air Force bases over the next several years. (Mr. Ray Hansen, GS-14, HQ AFCESA/CESM, DSN 523-6317)

Uniformed Services Participation in The Thrift Savings Plan: On October 30, 2000, President Clinton signed the Floyd D. Spence National Defense Authorization Act for Fiscal Year 2001 (Public Law 106-398). One provision of the law extended participation in the Thrift Savings Plan (TSP) for Federal civilian employees to members of the uniformed services. For more information go to: <http://www.tsp.gov/uniserv/index.html>

From Hugh Pike: Recently when we ran the Promotion Evaluation Patterns (PEP) for all people certified as Fire Officer III, as a part of the FO IV Texas A&M course, a lot of errors were found in skill codes. We have Assistant Chiefs that the only skill code they have in their personnel records is Airport Fire Fighter, while other senior department people have only driver/operator. Let me try to explain how important it is to have all your skill codes in your civilian personnel records. In addition to the certification requirements, we have established certain skill codes as being required for each position in Fire Protection. If

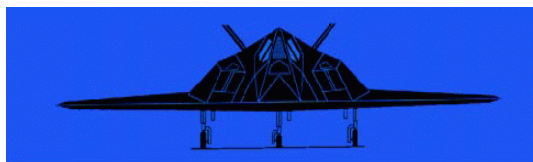
you are interested in being promoted or moving to a different location, it will never happen if your records do not reflect all the skill codes {certifications} you have earned. The reason it will never happen is when we run the PEP for a promotion or move, you will not be qualified because all your skill codes are not listed. Also make sure when your records reflect the lowest grade you will accept if you are interested in moving. In one case a GS-10 was registered -- but had in his records the lowest grade he would accept is GS-15. Going to be difficult, as we don't have any GS-15's. We are a 2 grade promotion career field!

TRICARE-FOR-LIFE BILL PASSES

Did you know that the House and Senate armed services committee leaders have agreed to include language in the fiscal 2001 defense authorization bill providing lifetime health coverage for Medicare-eligible retirees, family members and survivors? This agreement would establish "TRICARE-for-life" as a permanent entitlement as of October 1, 2001. Under the proposal, TRICARE would serve either as a primary provider or second-payer supplemental to Medicare. The Defense Department would have a year in which to set up the new program, which would be funded through a new retiree health care trust fund to become effective on October 1, 2002. Without competition, the creation of the health care trust fund, making TRICARE-for-life a fully-funded entitlement, would mean that retirees' health care will no longer have to compete for funding with the rest of the defense budget. If the initiative is implemented, Medicare-eligible beneficiaries will be able to enroll in TRICARE Prime, the DoD's HMO-style managed care plan, or use TRICARE Standard as second-payer to Medicare. That would translate into large savings for Medicare-eligible beneficiaries by eliminating the need to purchase Medicare supplemental policies. A separate provision of the defense bill authorizes full pharmacy benefits for Medicare-eligible starting April 1, 2001. Older beneficiaries would be able to use DoD retail and mail order pharmacy programs as well. The retail plan has a 20-percent co-payment. The co-payment for the mail-order program is \$8 for up to 90-day supply. Beneficiaries could also use non-network pharmacies, but that option would require a 25 percent co-pay and a \$1.50 deductible. If you would like to receive more information in the future on "What Every Veteran Should Know", please e-mail your question to Melvina.Tolson@bolling.af.mil

T.O. 00105E-9 Update

MAJCOM and other FP Offices/Agencies: T.O. 00-105E-9, Revision 3, dated 15 January 2001,



has been posted to the Robins AFB, GA web site as of

22 January. Revision 2 is completely superseded by Revision 3. All files, dated 8 October 1999, should be discarded due to wholesale changes in content, format, and additional aircraft and chapters. The JCALS Index is being updated and will reflect the current edition to use. For ease of downloading, Adobe Reader 4.05C should be installed on all PCs before downloading the T.O.

Once installed, download the T.O. with the Reader open. Click on the globe icon on the Reader tool bar, type in the web address, then download one T.O. Segment at a time. This is the fastest way to download the T.O. Segments to the receiving hard drive. It is recommended a CD be used as an Archive and Master to browse and print from as well as having it in the department's T.O. file. As a reminder for those who wish to print the T.O., print only those pages affecting that department's mission requirements. Printing the whole T.O. is not necessary, but an electronic copy is necessary as a department resource and inspection requirement. Paper or CD copies are not available for distribution. Use only the current web version for your operations. Previous versions are not available for distribution and should not be used. Please insure printed and digital files of previous versions are purged. Any questions about the T.O. or this revision, please contact Tom Stempfoski, HQ AF-CESA/CEXF, 139 Barnes Drive Suite 1 Tyndall AFB FL 32403-5319 DSN 523-6150 COM (850) 283-6150 FAX DSN 523-6390 COM (850) 283-6390 E-mail: Tom.Stempfoski@tyndall.af.mil

Phoenix Fire Department Symposiums

I have the opportunity recently to attend a symposium sponsored by the Phoenix Fire Department (PFD), and since this is the second one I've attended, I decided I should share this information. While this article is not designed as an advertisement for their workshops, I obtained a lot of information during my two trips, so I thought I would offer this information for others as well. In January of each year, PFD sponsors the "Change in the Fire Service" symposium. This year's agenda included the following topics:

Safety Training; Alan Brunacini, Fire Chief; PFD
How Do We Teach Adults; Brian Crandell, Program Development Manager; Montana State Fire Services Training School

Customer Service Training; Polly McCauley, LL Bean
Leader Or Follower... Which Are You? Pat MacIntosh, Assistant Chief; Orange County Fire Authority, CA
Strategy & Tactics Tabletop Training; Don Abbott, Abbottville Tabletop Simulations

Ethical Decision Making Training; Gordon Graham, Graham Research Consultants

I also attended and Incident Management Symposium in June, and the following tracks were available:

Track 1: *IMS Graduate Program*. This track is thought provoking and available only to those participants who have attended at least one of the previous Phoenix IMS Symposiums.

Track 2: *IMS for Firefighting*. This track explores the application of IMS to various structure fires.

Track 3: *IMS for Emergency Medical and Special Ops*.

Track 4: *IMS for Emergency Operations Center (EOC)*. Managing an effective EOC.

Track 5: *IMS for Military Personnel*. This new highly interactive track will present many of the newest and most sophisticated concepts of incident command from a military fire service perspective.

Track 6: *IMS for Police-Fire Unified Command Police and Fire Departments*. This track focused on the need for both agencies to adopt and utilize IMS during joint operations.

For more information, visit the PFD web site: www.ci.phoenix.az.us/phxfire, or call 1-800-743-6228.

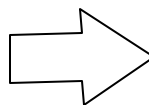
Fire Fighter Retention Rates FY96 to FY01

<u>First Term</u>						<u>Second Term</u>					<u>Career</u>				
3E7X1	SEP & RE- ENL	ELIG	RE- ENL	RE- ENL RAT E	KEEP RATE	SEP & RE- ENL	ELIG	RE- ENL	RE- ENL RAT E	KEEP RATE	SEP & RE- ENL	ELIG	RE- ENL	RE- ENL RAT E	KEEP RATE
FY01	174	143	34	23.8	19.54	35	31	14	45.2	40	76	60	47	78.3	61.8
Jan-01															
Dec-00	57	51	8	15.7	14.04	11	9	4	44.4	36.4	22	18	16	88.9	72.7
Nov-00	53	38	12	31.6	22.64	10	9	3	33.3	30	30	21	16	76.2	53.3
Oct-00	64	54	14	25.9	21.88	14	13	7	53.9	50	24	21	15	71.4	62.5
Totals															
FY00	712	580	171	29.5	24.02	157	133	71	53.4	45.2	299	229	189	82.5	63.2
FY99	470	328	95	29	20.21	156	129	68	52.7	43.6	308	228	202	88.6	65.6
FY98	412	250	104	41.6	25.24	200	167	72	43.1	36	330	232	207	89.2	62.7
FY97	406	308	84	27.3	20.69	293	252	148	58.7	50.5	307	218	194	89	63.2
FY96	625	516	159	30.8	25.44	288	249	167	67.1	58	347	246	231	93.9	66.6
AF Re- tention Goals				55%					75%					95%	

There are several current fire protection issues that are affecting our firefighters. The organizational staffing of fire response vehicles for 24/7 (24 hours a day, 7 days a week), creates a unique (72-hour work week) schedule for our firefighters. Minimum manning standards & contingency deployments impact the ability to staff fire protection vehicles. Fire station quality of life issues are extremely important. There is an ongoing Firefighter Morale, Discipline, & Retention IPT exploring options to improve the quality of life for our firefighters.

CONGRATULATIONS to the newest Fire Protection CMSgt Selects !!

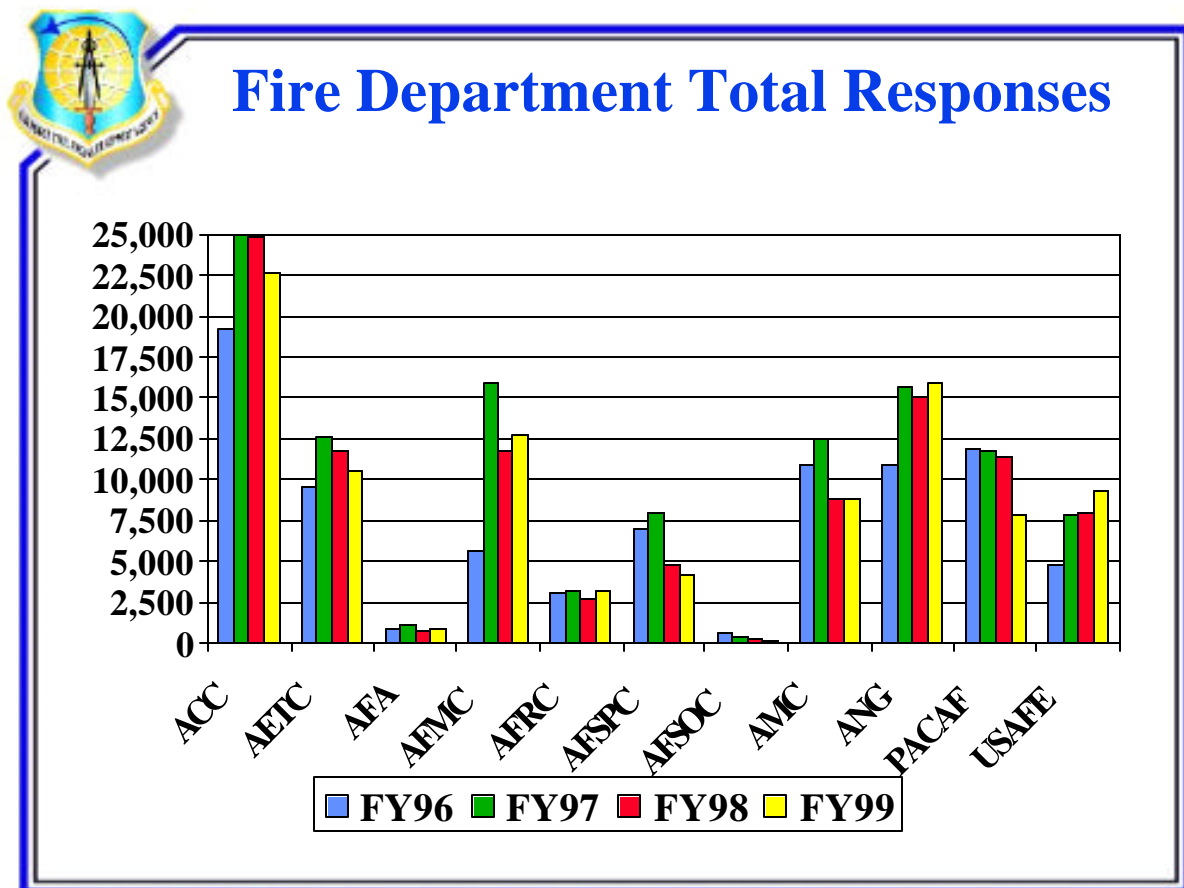
SMSgt **Darryl Stewart**, Langley AFB, VA
SMSgt **Dwayne Painter**, Lakenheath AB, UK
SMSgt **Steven Fuller**, Lackland AFB, TX



Fire Department Responses



So, where is the action? This chart shows, by major air command, the total number of emergency responses (structural, aircraft, medical, hazmat, etc.) that Air Force fire departments were called out on over the last four years (keep in mind that the chart reflects the numbers for Major Air Commands; the data does not differentiate between the smaller and larger MAJCOMs):



Fire Fighter Certification

Frequently Asked Questions

Q. The firefighter Qualification Standard, effective June 1, 00 contains the following statement: "Exception to certification requirements: Certification requirements do not apply to the position occupied by a DoD firefighter on 31 May 00." What does this mean?

A. The exception means that DoD firefighters are considered "qualified" for the position they held on 31 May 00. Management cannot initiate action to remove a firefighter for failure to have the required certifications for the position occupied on 31 May 00. However, the exception only applies to the position occupied on 31 May 00. As of 1 Jun 00, DoD firefighters must have the applicable certifications to be considered for promotions, reassignments/laterals, and changes to lower grade at either the current installation or a transfer to a new installation.

Q. What firefighter certification certificates are acceptable for a DoD firefighter?

A. Air Force Civil Engineer Support Agency (AFCESA) is the executive agent for Department of Defense firefighter certification. The only certificates acceptable for DoD firefighters are those issued by AFCESA.

Q. How can I verify if a firefighter is certified?

A. Records of all firefighters who have completed training and requested and received Department of Defense certifications are accessible through: <http://www.dodffcert.com>.

Q. What will a new applicant need to do to apply for firefighter positions in DoD?

A. Applicants new to DoD must submit documentation of their applicable firefighter training to AFCESA for certification. Once AFCESA issues the certification, they can be referred as qualified for the applicable position. Remember, certification is not a requirement for entry level GS-03 and 04 firefighter positions.

Q. I was on a temporary promotion on 31 May 00. How does the new requirement affect me?

A. Firefighters holding temporary promotions on 31 May 00 are considered qualified for the temporary position until the temporary promotion expires. Once the temporary promotion expires, the firefighter is returned to his/her permanent position and considered qualified for his permanent position. The temporary promotion cannot be extended or made permanent after 1 Jun 00 unless the firefighter has the certification requirements for the higher grade.

Q. I was told that until all current firefighters meet the certification requirements I

could/would continue to be eligible for promotion. Is this true?

A. No. As of 1 Jun 00 DoD firefighters must meet the certification requirements listed in the amended Qualification Standards in order to be eligible for promotion, reassignment or change to lower grade at either your current installation or a transfer to a new installation.

Q. Is there a special provision or waiver to the new certification requirements for BRAC facilities?

A. No. The certification requirements in the amended Qualification Standard apply to all Department of Defense firefighters. Firefighters must have the applicable certification requirements before being promoted (permanent or temporary), reassigned or changed to lower grade at any facility, including BRAC.

Q. I am on a career ladder position. I am a GS-07 and the position is targeted to the GS-09. Do I need to have the GS-08 certifications in order to be promoted in my position or does the exception apply?

A. The exception to certification applies only to the current position as of May 31, 00. Before you can receive your career promotions, you must have the applicable certifications for the higher grade.

Q. Our union representative is telling us that the certification requirements do not apply to us until 2002. Is this true?

A. There are some installations where management has agreed, through bargaining unit negotiations, to postpone the implementation of the new qualification standard. If you are at an installation where this has happened, the new standard and certification requirements do not apply as long as you remain at that installation or the implementation date arrives. If you wish to transfer to another installation or activity, you would need to meet the certification requirements in order to qualify for the position. We suggest you check with your servicing civilian personnel office to insure you have received accurate information regarding your installations bargaining unit agreement and the new qualification standard.

Q. What affect will the new certification requirements have on official details?

A. While employees do not have to meet the qualification requirements for the position to which they are detailed, they must meet any minimum educational, licensure and certification requirements. Therefore, in order to be officially detailed to another position, employees must possess the required certifications.

For Additional Information contact Staffing Advisory 3, Team 4; 703-696-6301, DSN 426-6301.

George Hall's AFCESA Updates

In response to an item brought up at the January 2001 Fire Panel meeting at Luke AFB, here is what is going on at Crash Rescue Equipment Service (CRES), Inc. and the depot program: The contract for depot overhaul of fire trucks was awarded to CRES, Inc, Dallas, Texas on 18 Feb 00. This contract specified delivery time of the first truck of each type to be 180 days after receipt of the fire truck or funded order, whichever is later. Subsequently, all other trucks of that type were due 120 days from the date that the Government "accepted" the first truck of that type. To date we have accepted one P-19. After completion of the first fire truck, CRES had 120 days to deliver at least 4, but no more than 8 trucks, with deliveries required every 30 days at a rate of 4 to 8 trucks. After award of the contract, CRES made a major move to a larger facility across town. In addition to that, they had several changes in personnel, including changes to the Production Manager and Parts Manager. Those problems, coupled with difficulty in finding spare parts (especially the P-22 and P-24) have resulted in delinquent deliveries. This becomes a contracting issue - not a fire issue to resolve. Contracting is well aware, as I had stressed at the Post Award Orientation Conference (PAOC) in Feb 00 - that bases cannot sustain mission support for extended periods of vehicle absence and that floater vehicles aren't available. Point has been noted by contracting. The delivery schedule was "reestablished" for the first P-19 in contract modification number A000001 to 23 Nov 00, the actual delivery date. The delivery date was reestablished because the delay was both contractor and government caused. The 120 day schedule for the next four to eight P-19s was calculated from 23 Nov 00. Therefore, the next package of vehicles to come out are due approximately 120 days from 23 Nov 00 or on/about 23 March 01.

There has been a rumor that there has been an eight month delay, but the facts are the award was in Feb 00 and the first truck arrived at the plant in late Feb 00. An acceptance test was performed in Aug 00 and the vehicle deficiencies took time to fix: my math calculates 6 months not 8, which is in line with the contract delivery of 180 days. Delivery of the P22 and P24 Fire Trucks was pending due to "parts shortages." However, we have received an email from CRES "establishing" the initial inspection and acceptance for the P22 and P24 for approximately on/about 31 March 2001. I hope this memo provides you an update on the status of the depot program.

George F. Hall, Fire Operations Program Manager, HQ AFCESA/CEXF, george.hall@tyndall.af.mil

P-18 Message

Received from George Hall, HQ AFCESA (DSN 523-6159) on Jan 5, 01:

We have been advised of a potential problem when one base fire department found that their P-18 could not pass the annual pump test. Mechanic found pieces of aluminum in the pump; pieces came from a four-inch check valve located between the water tank and the tank shut off valve. It appears that the screws that retain the internal valve plates corroded and allowed the plates to separate and travel thru the piping and were then trapped in the water pump. Check valve appears in the illustrated parts breakdown technical order (T.O.) 36A12-23-19-4 in figure 15-1, index 71. Part number for the check valve is 5103-V; cage code is 17330 for Techno Corporation; NSN is 4820-01-267-0272; cost for complete valve thru DLA is \$231.84. Because the failure of the check valve can result in the failure of the truck to perform it's mission, we are recommending an interim time compliance technical order (ITCTO) for a one time inspection. To expedite the release, we are requesting your concurrence to release the ITCTO without kits and without formal TCTO kit proofing. At the time of this message {Jan 5, 01}, DLA has only a limited number of the check valves in stock. However, it is also possible to purchase a replacement internal assembly that includes new plates and screws. If the valve body itself is in good condition, the internal assembly is available thru the manufacturer. (Additional details will be provided in the ITCTO.) Point of contact for this is Mary Zampa, DSN 468-7603 extension 136.



Aviation Statistics 2000

Stuff

We have done some homework and compiled the statistics on aviation accidents for the year 2000. These include major aircraft accidents worldwide, but do not include an accounting of general aviation and military planes. There have been 38 events worldwide with one or more fatalities, claiming 1,126 souls aboard. Of the 1,126 people lost, 131 were crewmembers.

SURVIVABILITY

There were 363 survivors of these events, and although 23 had no survivors at all, 15 events were survived by one or more persons.

LOCATION

The fatal incidents occurred in the following regions:

- 1 in Australia
- 2 in Arabian/Middle Eastern Countries
- 4 in Europe
- 7 in Asia
- 7 in Latin America
- 9 in Africa
- 8 in the U.S.
- 1 in Canada

AIRCRAFT

The accidents happened to all kind of airplanes from the Airbus, to Boeing (Boeing 737's were involved in 2 accidents with no survivors), to Antonovs (the AN-12 were involved in 2 fatal events).

NON-FATAL EVENTS

In addition to 38 fatal events, at least 200 non-fatal emergency landings/ accidents occurred in the year 2000. Most of the accidents/incidents occurred during the landing phase (runway overrun is the most frequent), and many emergency landings were caused by in-flight smoke, odor, or fire.

CONCLUSION

The number of 38 fatal events with the loss of 1,126 people in 2000 is slightly below the average for the last decade. From 1990 to 2000, an average of 1,246 lives were lost in 48 events per year. The number of fatalities and events, however, is not necessarily related. As an example, the year 1999 lists 48 events (10 more than in the year 2000) with 730 deaths (396 fewer than in 2000). To bring these figures into an unbiased light illuminating the true risk, the 50 largest airlines worldwide transported an estimated 1,250,000,000 (1.25 billion) passengers in 2000, and the 10 largest charter carriers transported at least an additional 57 million passengers. *Compiled by: Emergency & Disaster Management, Inc., Los Angeles*

Final Alarm

Brigadier General Henry Joseph (Fritz) Stehling, USAF (Ret), 82, died Friday, February 2, 2001 at Harris Methodist Hospital, Fort Worth, Texas. He served in Army and Air Force Civil Engineering for 28 years prior to his retirement in 1970. He was best known in the fire service as the owner and CEO of Hydra-Shield Manufacturing, Inc. which manufactures and markets unique patented products related to fire fighting and the water industry.

MAJCOMs: Please have your fire departments review the Key Personnel Roster located on the AFCEA Fire Protection Web Page. Not a pressing issue, just review in the next month or so, I usually make updates each month. Please send any updates or additions to: carl.glover@tyndall.af.mil

For everyone's information: Fire Chief Canaday is trying to fill two Fire Inspector GS-6 positions at Marine Corps Recruit Depot they are a 56 Hour workweek position. If some one is interested please contact Fire Chief Kelvin Canaday at DSN 335-3128 Commercial: 843-228-3128, or Email CanadayK@mcrdpi.usmc.mil

The 4th edition of the IFSTA "Aircraft Rescue and Fire Fighting" manual is currently at the printer and is scheduled to be delivered to the IFSTA warehouse on February 21, 2001. Assuming the print quality passes inspection, IFSTA will then begin filling orders within a day or so of that date. We will also be releasing the first edition of our new Safety Officer manual on that date. Both books will be on display at FDIC in Indianapolis. Please feel free to pass this information on to anyone who may be interested and encourage them to contact me if they have any questions. *Mike Wieder, Manager, IFSTA Projects IFSTA/Fire Protection Publications.*

During FY95-FY00 DoD firefighters responded to 1,227,668 (USAF 484,676) emergency incidents averaging 204,611 (USAF 80,779) responses per year. Although protected by state-of-the-art equipment (breathing apparatus & protective clothing), fire fighting is inherently dangerous. DoD firefighters experienced 528 injuries & 4 firefighter fatalities (3 Air Force firefighter deaths) during this period. The firefighters are potentially exposed to dangerous conditions on every response.

Is there any interest in holding another **University of Cincinnati** course at the Air Force Academy? We are exploring the possibility of hosting another course, and although CAREERS monies are probably not available, if you are able to fund a trip locally, are interested, send me an e-mail: ernst.piercy@usafa.af.mil

Fire Panel Information

FP 00-6: As part of the Pay Reform Act, the Office of Personnel Management (OPM) is conducting a review of the GS-081 Standard in Mar 00. HQ AFCESA will host a VTC with MAJCOM Fire Representatives and selected fire chiefs to discuss the recommendations and updates for the standard. ECD: Jun 01

FP 00-4: HQ AFCESA has obtained MAJCOM/CE coordination for the Air Force to use the Commission on Fire Accreditation International (CFAI) program for volunteer BETA test fire departments. They will measure resources necessary to implement the program, address benefits, identify potential trade-offs (reduce Inspector General inspections), and determine if there are any hidden costs associated with implementation. ECD: Oct 01



Fire Resistive BDUs being tested at Tyndall AFB

FP 00-3: HQ AFCESA will develop a presentation for the Civil Engineer Readiness Board concerning the proposed NFPA compliant workstation uniforms for military. Upon approval/recommendation, uniform will be presented to the Air Force Uniform Board. ECD: Jul 01

FP 00-1: In order to update the WMP 1, Annex S, Appendix 5, Fire Protection, MAJCOMs will identify for HQ AFCESA candidate vehicles for possible joint-use support. ECD: Mar 01

FP 00-2: In order to make the joint firefighter integrated response ensemble (JFIRE) program operational, MAJCOMs requested HQ AFCESA develop interim guidance. Guidance will include (minimum) concept of operations, shortfalls, and delivery discrepancies. ECD: Oct 01

FP 00-16: HQ AFCESA will revise fire fighting vehicle Allowance Standard 019 to include a vehicle capable of towing foam and/or hazardous materials trailers. ECD: Jun 01

FP 00-19: The Fire Panel requested Air Staff and

HQ AFCESA to determine if funding for ARFF fire fighting vehicles can be included during the beddown and funding stream for new weapons platforms. ECD: Jun 01

Various alternative shift schedule options were discussed and it was determined that an in-depth study was required to develop specific impacts concerning each schedule. The IPT established a Focus Group, consisting of representatives from AFMIA, HQ AFCESA, ACC, AMC, and DPR, to provide detailed proposals on alternative shift schedules. AMC will serve as the leader of the Focus Group. The group will develop alternative options to reduce the standard firefighter work schedule and the proposals will include (as a minimum): costs, resources, funding needed, manpower changes needed, implementation recommendations, comparison to municipal fire departments, comparison to other Services, and comparisons to other AF career fields. The Focus Group will meet 11-12 Jan 01 at HQ AFCESA and a report is due back to the IPT by Mar 01.

The group discussed current firefighter, 56 hour and alternative shift schedules for firefighters. The decision was made to apply the alternative shift schedule to the military firefighters only, so that the current civilian shift, pay schedules are not effected. Additionally, the group wanted to maintain the A & B shift integrity. With the assistance of AF/DPRS and AFMIA/MIR the group developed Fire Protection Manpower Estimate Matrix to gather data on the delta between working the current 72 hour and alternative work schedules. ECD for collecting the data is 10 Feb 01.

HQ AFCESA gathered data (Aug – Nov 00) to determine the current status of the 50/50 initiative. When last reported (Nov 98), approximately 40 percent of the management positions were military. Upon evaluation of the updated data (54% military and 46% civilian), it was determined that we have corporately achieved an overall balance. However, some commands have a higher civilian workforce percentage and thus have more civilians in management positions. Further conversion of civilian to military fire chief positions should be deferred pending FY01/02 career progression group implementation.